Policy Modernization
WIOA, Streamlining,
& Strategic Program Directions

Carnac
The Magnificent
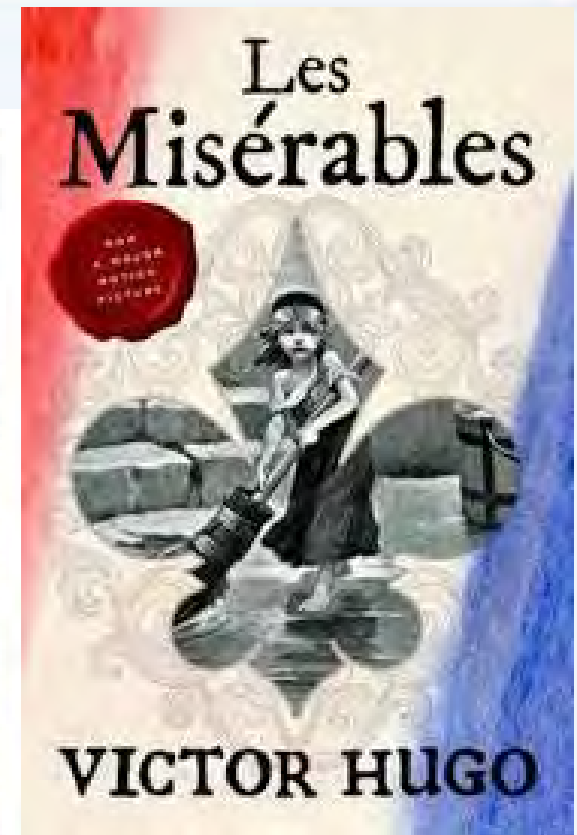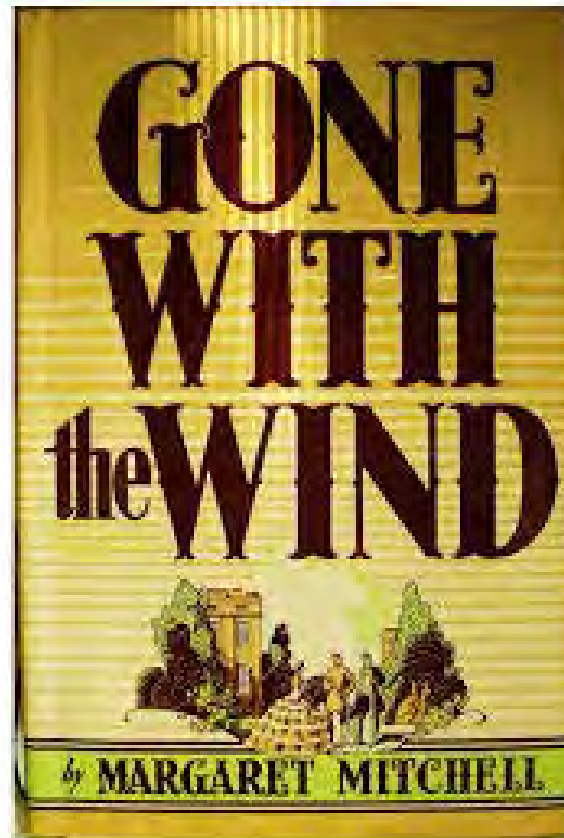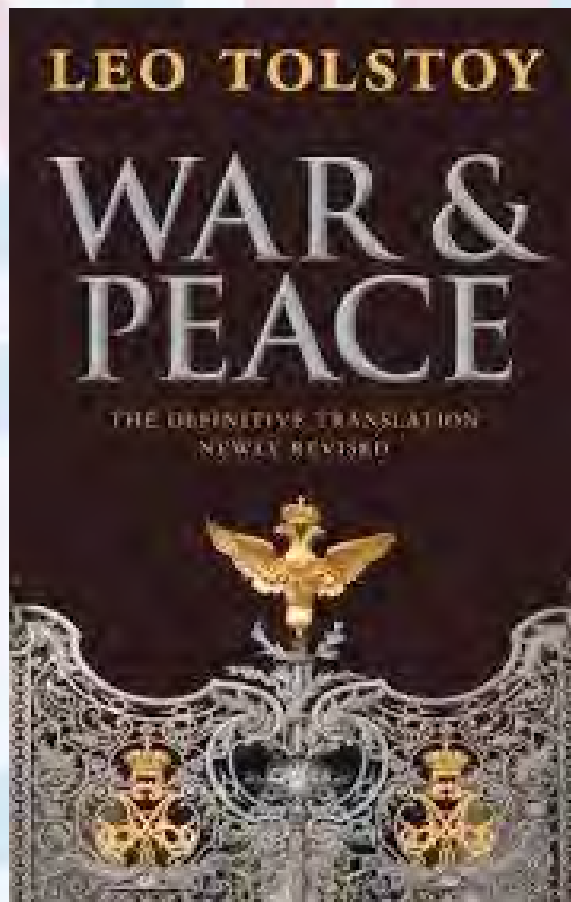
Name 3 huge novels shorter than the PRH.

Carnac The Magnificent

Twice as much as the human brain

How much does the PRH weigh?

Job Corps' Mandate For Program Reform

- **POLICY MODERNIZATION**
- **STRATEGIC PROGRAM DIRECTIONS**
- **WIOA**

MANDATE FOR CHANGE

Policy Modernization
- Mission-focused
- Improved outcomes
- Streamlined
- Efficient
- Cost-effective
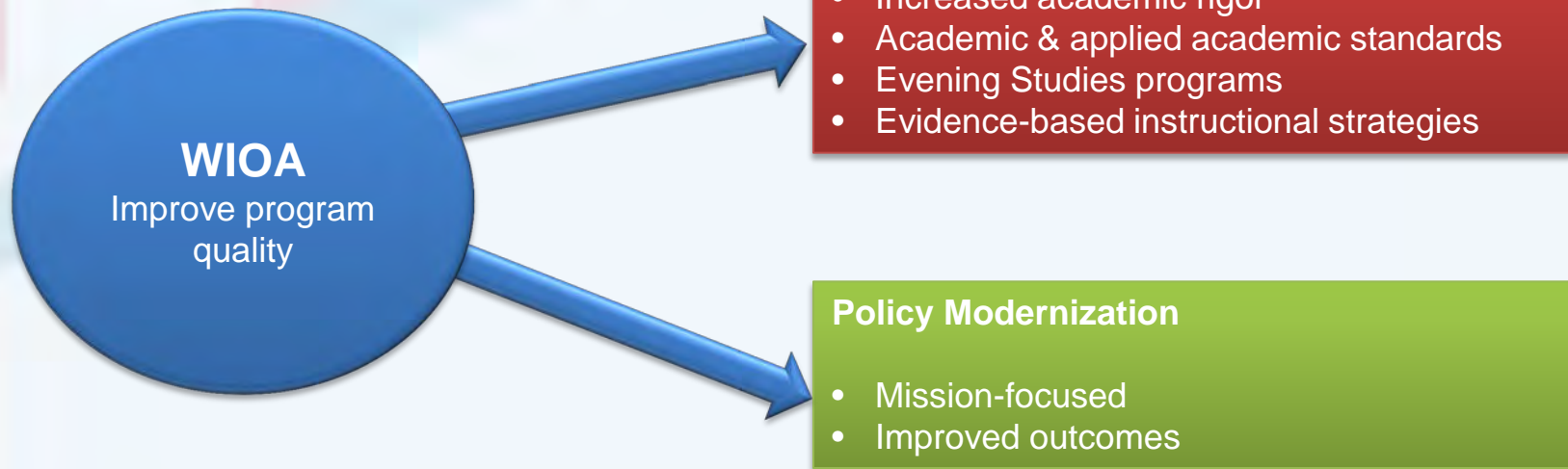
Strategic Program Directions
- Research-based
- Development
- Pilot tested

WIOA
- Improved program quality
- Job training focused
- Workforce partnerships

Policy Modernization

Strategic Program Directions

Job Corps Reform

WIOA

Consistent goals

WIOA
Improve program quality

Strategic Program Directions

- Increased academic rigor
- Academic & applied academic standards
- Evening Studies programs
- Evidence-based instructional strategies

Policy Modernization

- Mission-focused
- Improved outcomes

CONSISTENT GOALS

WIOA
Job training focused

Strategic Program Directions

- Enrollees whose education & training needs can best be met by Job Corps
- In-demand occupations & industries
- Academic & industry-recognized credentials.

Policy Modernization

- Improved instructional content (standards)
- Improved instructional methods (evidence-based instructional strategies)

CONSISTENT GOALS

WIOA
Workforce partnerships

Strategic Program Directions

- Referrals to appropriate community programs
- Expanded employer, community, education and workforce partnerships.
- Engage in partnerships to expand placement opportunities and registered apprenticeships.

Policy Modernization

- Leverage workforce partnerships

Putting the Workforce Innovation and Opportunity Act into Action

SUBTITLE C: JOB CORPS

Putting WIOA Into Action

- PRH Change Notice
  - Chapters 1-6
  - Appendices
  - Exhibits

- Effective July 1, 2015

ASK
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31

How many trees does it take for each DOL JC staff to print the PRH?

ASK CARNAC the MAGNIFICENT

2,400

How many trees does it take for all JC staff to print the PRH?

Major Themes

- To prepare students *for:*
  - *successful careers, in in-demand industry sectors or occupations;*
  - *enrollment in postsecondary education, including apprenticeship programs; and*
  - *responsible citizenship.*

Major Themes

- *Assist students to attain:*
  - *Academic and career technical skills to achieve their career goals;*
  - *Workforce preparation skills to obtain and retain employment that leads to economic self-sufficiency; and*
  - *Personal knowledge and skills to function as responsible citizens.*

Major Themes

- Credential attainment

- Enrollment of students whose education and training needs can <u>best be met</u> by Job Corps

- Engagement with the workforce, employment and training community

Key WIOA Changes

- <u>BCL</u>: Eliminates dedicated position

- <u>Industry Council</u>: Changes to Workforce Council

- <u>Enrollment</u>: Adds disqualifying convictions
  - Murder
  - Child abuse
  - Rape/sexual assault

Key WIOA Changes

- <u>Placement Window</u>: Modifies placement window for graduates
  - 12 months total for placement & transition services

- <u>Transition Allowance</u>: Authorizes transition allowance payments for attainment of postsecondary credentials

Key WIOA Changes

- <u>Enrollment Extensions</u>: Authorizes extensions for:
  - Completion of Advanced Training
  - Person with a disability to graduate
  - Student involved in National Service

- <u>Use of Students During Disasters</u>: Limits participation to CCC enrollees

Policy Modernization Initiative

- **MISSION-FOCUSED**
- **EFFICIENT**
- **SUSTAINABLE**

Objectives

- Establish policy that supports a cost-effective, efficient, sustainable program design to support Job Corps' mission by:
  - ➢ *Focusing on 'mission-critical' services;*
  - ➢ *Adopting a standards-based instructional model; and*
  - ➢ *Targeting services to produce positive student outcomes.*

- Provide universal, timely access to policy, assessment tools, guidance and resources through a technology-supported ePolicy system.

Guiding Principles

Policy is established by the National Office of Job Corps and is:

➢Applied consistently across all Regions;

➢Ensures all services are mission-critical;

➢Defines structure and essential functions;

Guiding Principles

➢Focuses on 'what' is to be delivered, not 'how';

➢Prescribes procedures when needed to:

- Comply with law;

- Protect integrity of data & resources;

- Ensure safety & health of students & staff.

Guiding Principles

➢ Eliminates duplicative & repetitive services & hyperlinks to regulations/policies promulgated by other agencies;

➢ Minimizes the use of policy to mitigate a single incident or event;

Guiding Principles

➢ Leverages technology to support, enhance, and streamline service delivery;

➢ Promotes cost-effective and efficient service delivery.

Contributors

- DOL/OJC Federal Management Team (FMT)

- Federal Leadership Team
  - EFP Federal Leads & Subject Matter Experts

- Expert Field Practitioner Workgroups

- Job Corps Community

POLICY ORGANIZATION & STRUCTURE

CURRENT PRH STRUCTURE

Hard Copy Handbook
Linear Organization

- Outreach/Admissions
- Career Preparation Period
- Career Development Period
- Career Transition Period
- Management
- Administrative Support Services

EPOLICY STRUCTURE

Electronic Format
Functional Organization

- Enrollment Services
- Student Training Services
- Student Support Services
- Administrative Support Services
- Placement Services
- Management Services

Policy Content Organization

ENROLLMENT SERVICES

- ❑ Outreach & Recruitment
- ❑ Eligibility
- ❑ Career Guidance & Assessment
- ❑ Enrollee Selection
- ❑ Assignment & Departure

STUDENT TRAINING SERVICES

- ❑ Academics
- ❑ Career Technical Training
- ❑ Career Success/Workplace Skills

STUDENT SUPPORT SERVICES

- ❑ Counseling
- ❑ Community Living (residential)
- ❑ Health Services
- ❑ Disabilities
- ❑ Student Conduct
- ❑ ESP

PLACEMENT SERVICES

- ❑ Graduate Services
- ❑ Former Enrollee Services
- ❑ Transition Services

MANAGEMENT SERVICES

- ❑ Program Mgmt.
- ❑ Personnel
- ❑ Safety & Security
- ❑ Significant Incidents
- ❑ Procurement
- ❑ Property
- ❑ Financial Mgmt.
- ❑ Facility Operations & Maintenance
- ❑ Environment & OSH

ADMINISTRATIVE SUPPORT SERVICES

- ❑ Leaves & Absences
- ❑ Allowances
- ❑ Records Management
- ❑ Rights
- ❑ Clothing
- ❑ Transportation

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367, 48 & 57

How many requirements are in the PRH?
How many Exhibits? How many Appendices?

Streamlining Overview

Streamline Summary for PRH Chapters 1 through 6[1]			
Chapter	Total Requirements	Retain[2]	Eliminate
1 Outreach/Admissions	45	28	17
2 Career Preparation Period	22	17	5
3 Career Development Period	88	63	25
4 Career Transition Period	13	13	0
5 Management	103	49	54
6 Administrative Support	96	88	8
Totals	367	258 (70%)	109 (30%)

[1]Exclusive of exhibits/appendices.
[2]Includes modified requirements and those moved to/combined with other sections.

Policy Change Overview

- Consolidate like requirements

- Consolidate all student training requirements

- Replace the PCDP with the Evaluation of Student (ESP) system

Policy Change Overview

- Streamline CPP content

- Reduce Plans & SOP submission and approval requirements
  - Eliminate the CDSS Plan
  - Require development of SOPs to be retained on center and available on request

Policy Change Overview

- Modify student leave policy to align with workplace expectations

- Clarify and standardize the Student Conduct and ZT policy

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52

How many different kinds of approvals do centers & OA/CTS have to submit?

Long-term
Policy & Operational Changes

- Expand the use of technology to:
  - Automate recordkeeping and eliminate paper files
  - Increase access to online student training resources
  - Automate the student pay & accountability systems

Increase direct student contact time

ePolicy

Moving to a
Paperless Policy System

ePolicy: Unifying policy system components

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5 minutes to 3 hours.

How long does it take to look up a policy in the PRH?

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20 seconds

How long does it take to look up a policy in the ePolicy system?

ePolicy

An overview of the ePolicy site:
- **Features**
- **Functionality**
- **Content**